



Janay M. Stevens

PARTNER

Columbus

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Practice Areas

Corporate Diversity, Equity and
Inclusion Programs

Employer Internal Investigations

Employment Counseling

Employment Litigation

Labor and Employment

Education

The Ohio State University Moritz
College of Law, J.D., 2013

Ohio State Law Journal, Business
Editor, 2012-2013

University of Nevada, B.A., 2010

Bar & Court Admissions

Ohio

U.S. Court of Appeals for the Sixth
Circuit

U.S. District Court for the
Northern District of Ohio

U.S. District Court for the
Southern District of Ohio

Janay is a partner in the Vorys Columbus office and a member of the labor and employment group. She focuses her practice on counseling employers in both employment and traditional labor law matters. Janay regularly assists employers in complying with the Fair Labor Standards Act, the National Labor Relations Act, the Family and Medical Leave Act, the Americans with Disabilities Act and its amendments, the Age Discrimination in Employment Act, Title VII of the Civil Rights Act, and the Fair Credit Reporting Act. She also has experience defending employers against employment lawsuits that include claims of wrongful discharge, discrimination, hostile work environment and harassment, wage and hour violations, breach of contract and violations of non-competition covenants. Janay has represented clients in state and federal court, before the Equal Employment Opportunity Commission, the Ohio Civil Rights Commission and other similar state agencies throughout the country.

Janay also advises on best practices in hiring, firing and other disciplinary decisions; conducting internal investigations; and maintaining effective and compliant employee policies and regulations. She frequently conducts on-site training for managers and human resources professionals, including drafting employee handbooks, in an effort to keep her clients informed and well positioned to prevent and defend against litigation.

Janay founded and leads the Vorys Initiative for Business Empowerment, an innovative program aimed at making legal services more accessible to racial and ethnic minority owned businesses.

Janay also serves on the Vorys Hiring Committee, the Diversity and Inclusion Committee and serves as the chair of the Vorys Diversity Network.

Career highlights include:

- Successful defense of clients in nationwide Fair Labor Standards Act collective actions

U.S. District Court for the Eastern District of Michigan

Admitted to practice law only in the states listed above.

Industries

Health Care

Manufacturing

Restaurants, Food and Beverage

Retail and Consumer Products

Transportation and Logistics

- Obtaining summary judgment in favor of a national employer in age discrimination and retaliation lawsuit
- Obtaining summary judgment in favor of a national employer in sex discrimination, hostile work environment and promissory estoppel lawsuit
- Obtaining summary judgment in favor of a regional employer in race discrimination and hostile work environment lawsuit
- Obtaining preliminary injunctions and securing the denial of preliminary injunctions for non-compete agreements in state and federal courts

Janay is a member of the Columbus Bar Association and currently serves on the Board of Governors. She is also a member of the John Mercer Langston Bar Association.

Janay received her J.D. from The Ohio State University Moritz College of Law, where she was the business editor of the *Ohio State Law Journal*. She received her B.A. from the University of Nevada. While in law school, Janay served as a judicial extern for the Honorable Algenon L. Marbley in the U.S. District Court for the Southern District of Ohio.

Honors & Recognitions

Outstanding Recent Alumni Award, The Ohio State University Moritz College of Law, 2023

Chambers and Partners, Leading Lawyer in Labor and Employment, 2022-2023

Columbus CEO, Best Lawyers, Labor and Employment Law, 2023

Columbus Business First, 40 Under 40, 2022

The Best Lawyers in America: Ones to Watch, Business Organizations (including LLCs and Partnerships), 2022-2024; Labor and Employment Law – Management, 2021-2024

Ohio Super Lawyers Rising Stars, Employment Litigation, 2019-2023

The National Black Lawyers, Top 40 Under 40 in Ohio, 2020

Hot List, Lawyers of Color, 2020

Professional and Community Activities

Columbus Bar Association, Board of Governors, June 2020 to present

John Mercer Langston Bar Association, President, July 2020-June 2021; Member, September 2013 to present

Leadership Columbus, Signature Program, Class of 2023

City of Columbus, Civilian Review Board Working Group, August 2020-December 2020

Leadership Council on Legal Diversity, Fellow, 2017; City Lead, 2018-2020

American Academy of Pediatrics | Ohio Chapter, Foundation Advisory Board Member, May 2019-May 2021

Women Lawyers of Franklin County, Board Member, June 2019-June 2021

YWCA Columbus, Chase Gen Y Leadership Project, Class VI Participant, 2014-2015

Columbus Bar Association, Managing Partners Diversity Initiative, Advisory Committee, 2018-2021

Columbus Bar Association, Minorities in the Law Committee, Member, 2019-2021

Equitas Health, Pro Bono Legal Services Volunteer, 2016-2019